

TABLE I PARTIES TO APPLICATION

5. (a) Complete Table I with respect to the assignee. (Note: If the applicant considers that to furnish complete information would pose an unreasonable burden, it may request that the Commission waive the strict terms of this requirement).

**INSTRUCTIONS:** If applicant is an individual, fill out column (a) only. If applicant is a partnership, fill out columns (a), (b) and (d), state as to each general or limited partner (including silent partners) (a) name and residence, (b) nature of partnership interest (i.e., general or limited), and (d) percent of ownership interest. If applicant is a corporation or an unincorporated association with 50 or fewer stockholders, stock subscribers, holders of membership certificate or other ownership interest, fill out all columns, giving the information requested as to all officers, directors and members of governing board. In addition, give the information as to all persons or entities who are the beneficial or record owners of or have the right to vote capital stock, membership or owner interest or are subscribers to such interests. If the applicant has more than 50 stockholders, stock subscribers or holders of membership certificates or other ownership interests, furnish the information as to officers, directors, members of governing board, and all persons or entities who are the beneficial or record owners of or have the right to vote 1% or more of the capital stock, membership or owner interest except that if such entity is a bank, insurance company or investment company (as defined by 15 U.S.C. §80a-3) which does not invest for purposes of control, the stock, membership or owner interest need only be reported if 5% or more

Applicants are reminded that questions 5 through 7 of this Section must be completed as to all "parties to this application" as that term is defined in the instructions to Section II of this form.

Name and Residence (Home) Address(es)	Nature of Partnership Interest or Office Held	Director or Member of Governing Board		% of: Ownership (O) or Partnership (P) or Voting Stock (VS) or Membership (M)
		YES	NO	
(a)	(b)	(c)		(d)
Mack Sanders 750 So. Meade Parkway Nashville, TN 37212	Pres.	x		None
Sherry Sanders 750 So. Meade Parkway Nashville, TN 37212	Treas.	x		None
Ernest McRae 221 So. Broadway Wichita, KS	Secretary	x		None
John Bozeman Rt. 2, Box 386-A White Bluff Road White Bluff, TN 37187	None		x	33 1/2% VS
Janet Bozeman 219 Overby Drive Antioch, TN 37013	None		x	33 1/2 VS
Robbie Swinney P.O. Box 185 Bear Creek, Alabama	None		x	33 1/2 VS

## ASSIGNEE'S LEGAL QUALIFICATIONS

TABLE I (cont'd)

## PARTIES TO APPLICATIONS

Name and Residence (Home) Address(es)	Nature of Partnership Interest or Office Held	Director or Member of Governing Board		% of: Ownership (O) or Partnership (P) or Voting Stock (VS) or Membership (M)
		YES	NO	
(a)	(b)	(c)		(d)
William L. Mitchell 125 West 22nd Ave. Hutchinson, KS 67502	None	x		None
Maria H. Foy 24 Countryside Drive Hutchinson, KS 67502	None	x		None

## ASSIGNEE'S LEGAL QUALIFICATIONS

YES NO

5. (b) Does the applicant or any party to this application, own or have any interest in a daily newspaper or cable television system? ☐ YES ☒ NO

(c) Does the applicant or any party to this application have an ownership interest in, or is an officer, director or partner of, an investment company, bank, or insurance company which has an interest in a broadcast station, cable system or daily newspaper? ☐ YES ☒ NO

If the answer to questions 5(b) or (c) is Yes, attach as Exhibit No. N/A, a full disclosure concerning persons involved, the nature of such interest, the media interest and its location.

## OTHER BROADCAST INTERESTS

Does the applicant or any party to this application have any interest in or connection with the following?

(a) an AM, FM or TV broadcast station? ☒ YES ☐ NO

(b) a broadcast application pending before the FCC? ☐ YES ☒ NO

7. Has the applicant or any party to this application had any interest in or connection with the following:

(a) an application which has been dismissed with prejudice by the Commission? ☒ YES ☐ NO

(b) an application which has been denied by the Commission? ☒ YES ☐ NO

(c) a broadcast station, the license which has been revoked? ☐ YES ☒ NO

(d) an application in any Commission proceeding which left unresolved character issues against the applicant? ☐ YES ☒ NO

(e) If the answer to any of the questions in 6 or 7 is Yes, state in Exhibit No. A, the following information: ☐ YES ☐ NO

- (i) Name of party having such interest;
- (ii) Nature of interest or connection, giving dates;
- (iii) Call letters of stations or file number of application, or docket number;
- (iv) Location.

8. (a) Are any of the parties to this application related to each other (as husband, wife, father, mother, brother, sister, son or daughter)? ☒ YES ☐ NO

(b) Does any member of the immediate family (i.e., husband, wife, father, mother, brother, sister, son or daughter) of any party to this application have any interest in or connection with any other broadcast station or pending application? ☒ YES ☐ NO

If the answer to (a) or (b) above is Yes, attach as Exhibit No. B, a full disclosure concerning the persons involved, their relationship, the nature and extent of such interest or connection, the file number of such application, and the location of such station or proposed station.

Section II (page 5)

OWNERSHIP AND CONTROL

YES NO

9. Are there any documents, instruments, contracts or understandings relating to ownership or future ownership rights (including, but not limited to, non-voting stock interests, beneficial stock ownership interests, options, warrants, debentures)?

☐ YES

If Yes, provide particulars as Exhibit No. N/A.

10. Do documents, instruments, agreements or understandings for the pledge of stock of a corporate applicant, as security for loans or contractual performance, provide that (a) voting rights will remain with the applicant, even in the event of default on the obligation; (b) in the event of default, there will be either a private or public sale of the stock; and (c) prior to the exercise of stockholder rights by the purchaser at such sale, the prior consent of the Commission (pursuant to 47 U.S.C. 310(d)) will be obtained?

☒ YES

If No, attach as Exhibit No. \_\_\_\_\_ a full explanation.

Section III

ASSIGNEE'S FINANCIAL QUALIFICATIONS

1. The applicant certifies that sufficient net liquid assets are on hand or are available from committed sources to consummate the transaction and operate the facilities for three months.
2. The applicant certifies that: (a) it has a reasonable assurance of a present firm intention for each agreement to furnish capital or purchase capital stock by parties to the application, each loan by banks, financial institutions or others, and each purchase of equipment on credit; (b) it can and will meet all contractual requirements as to collateral, guarantees, and capital investment; (c) it has determined that all such sources (excluding banks, financial institutions and equipment manufacturers) have sufficient net liquid assets to meet these commitments.

☒ YES

☒ YES

# SECTION IV

## ASSIGNEE'S PROGRAM SERVICE STATEMENT

### FOR AM AND FM APPLICANTS

1. Attach as Exhibit No. C a brief description, in narrative form, of the planned programming service relating to the issues of public concern facing the proposed service area.  
And see Exhibit D re constructing FM station.

### FOR TELEVISION APPLICANTS

2. **Ascertainment of Community Needs.**
  - A. State in Exhibit No. \_\_\_\_\_ the methods used by the applicant to ascertain the needs and interests of the public served by the station. Such information shall include (1) identification of representative groups, interests and organizations which were consulted and (2) the major communities or areas which applicant principally undertakes to serve.
  - B. Describe in Exhibit No. \_\_\_\_\_ the significant needs and interests of the public which the applicant believes its station will serve during the coming license period, including those with respect to national or international matters.
  - C. List in Exhibit No. \_\_\_\_\_ typical and illustrative programs or program series (*excluding Entertainment and News*) that applicant plans to broadcast during the coming license period to meet those needs and interests.
3. State the minimum amount of time, between 8:00 a.m. and midnight, the applicant proposes to normally devote each week to the program types listed below (*see definitions in instructions*). Commercial matter, within a program segment, shall be excluded in computing the time devoted to that particular program segment, e.g., a 15-minute news program containing three minutes of commercial matter, shall be computed as a 12-minute news program.

	HOURS	MINUTES	% of TOTAL TIME ON AIR
NEWS	_____	_____	_____
PUBLIC AFFAIRS	_____	_____	_____
ALL OTHER PROGRAMS ( <i>Exclusive of Sports and Entertainment</i> )	_____	_____	_____
LOCAL PROGRAMMING	_____	_____	_____

4. State the maximum amount of commercial matter the applicant proposes to allow normally in any 60-minute segments: \_\_\_\_\_
5. State the maximum amount of commercial matter the applicant proposes to allow normally in a 60-minute segment between the hours of 6 p.m. to 11 p.m. (5 p.m. to 10 p.m. Central and Mountain Times): \_\_\_\_\_
  - (a) State the number of hourly segments per week this amount is expected to be exceeded, if any: \_\_\_\_\_
6. State in Exhibit No. \_\_\_\_\_, in full detail, the reasons why the applicant would allow the amount of commercial matter stated in Question 4 and 5 above to be exceeded.

**SECTION V**

**ASSIGNEE'S EQUAL EMPLOYMENT OPPORTUNITY PROGRAM**

YES NO

1. Does the applicant propose to employ five or more fulltime employees?

☒ ☐

If the answer is Yes, the applicant must include an EEO program called for in the Model EEO Program. (FCC Form 398-A).

**SECTION VI**

**Part II — Assignee**

**ASSIGNEE'S CERTIFICATION**

The **ASSIGNEE** hereby waives any claim to the use of any particular frequency as against the regulatory power of the United States because of the previous use of the same, whether by license or otherwise, and requests an authorization in accordance with this application. (See Section 304 of the Communications Act of 1934, as amended).

The **ASSIGNEE** acknowledges that all its statements made in this application and attached exhibits are considered material representations, and that all of its exhibits are a material part hereof and are incorporated herein.

The **ASSIGNEE** represents that this application is not filed by it for the purpose of impeding, obstructing or delaying determination on any other application with which it may be in conflict.


In accordance with Section 1.65 of the Commission's Rules, the **ASSIGNEE** has a continuing obligation to advise the Commission, through amendments, of any substantial and significant changes in the information furnished.

**WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT.  
U.S. CODE, TITLE 18, SECTION 1001.**

I certify that the assignee's statements in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Signed and dated this 12 day of January 1990  
Great American Broadcasting Co., of Hutchinson, Inc.

\_\_\_\_\_  
Name of Assignee

  
Signature

\_\_\_\_\_  
President

\_\_\_\_\_  
Title

**FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT  
AND THE PAPERWORK REDUCTION ACT**

The solicitation of personal information requested in this application is authorized by the Communications Act of 1934, as amended. The principal purpose for which the information will be used is to determine if the benefit requested is consistent with the public interest. The staff, consisting variously of attorneys, accountants, engineers, and application examiners, will use the information to determine whether the application should be granted, denied, dismissed, or designated for hearing. If all the information requested is not provided, the application may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Accordingly, every effort should be made to provide all necessary information. Your response is required to obtain the requested authority.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552(e)(3) AND THE PAPERWORK REDUCTION ACT P.L. 96-511, DECEMBER 11, 1980, 44 U.S.C. 3507.



**BROADCAST EQUAL EMPLOYMENT OPPORTUNITY  
MODEL PROGRAM REPORT**

1. APPLICANT

Name of Applicant  Great American Broadcasting Company of Hutchinson, Inc.	Address  1200 Baker Street Great Bend, KS 67538
Telephone Number (include area code)  (316) 792-4317	

2. This form is being submitted in conjunction with:

☐ Application for Construction Permit for New Station ☒ Application for Assignment of License

☐ Application for Transfer of Control

(a) Call letters (or channel number of frequency) \_\_\_\_\_

(b) Community of License (city and state) \_\_\_\_\_

(c) Service:  
☒ AM ☒ FM ☐ TV ☐ Other (Specify) \_\_\_\_\_

**INSTRUCTIONS**

Applicants seeking authority to construct a new commercial, noncommercial or international broadcast station, applicants seeking authority to obtain assignment of the construction permit or license of such a station, and applicants seeking authority to acquire control of an entity holding such construction permit or license are required to afford equal employment opportunity to all qualified persons and to refrain from discrimination in employment and related benefits on the basis of race, color, religion, national origin or sex. See Section 73.2080 of the Commission's Rules. Pursuant to these requirements, an applicant who proposes to employ five or more full-time employees must establish a program designed to assure equal employment opportunity for women and minority groups (that is, Blacks not of Hispanic origin, Asians or Pacific Islanders, American Indians or Alaskan Natives and Hispanics). This is submitted to the Commission as the Model EEO Program. If minority group representation in the available labor force is less than five percent (in the aggregate), a program for minority group members is not required. In such cases, a statement so indicating must be set forth in the EEO model program. However, a program must be filed for women since they comprise a significant percentage of virtually all area labor forces. If an applicant proposes to employ fewer than five full-time employees, no EEO program for women or minorities need be filed.

**Guidelines for a Model EEO Program and a Model EEO Program are attached.**

**NOTE:** Check appropriate box, sign the certification below and return to FCC:

☐ Station will employ fewer than 5 full-time employees; therefore no written program is being submitted.

☒ Station will employ 5 or more full-time employees. Our Model EEO Program is attached. (You must complete all sections of this form.)

I certify that the statements made herein are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Signed and dated this 12 day of January, 1978

Signed W. Mark Sanchez  
Title President

**WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT.  
U.S. CODE, TITLE 18, SECTION 1001**

- ☒ The station's employment application form will contain a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- ☒ Appropriate notices will be posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- ☒ We will seek the cooperation of unions, if represented at the station, to help implement our EEO program and all union contracts will contain a nondiscrimination clause. (No unions presently)
- ☐ Other (specify)

#### IV. RECRUITMENT

To ensure nondiscrimination in relation to minorities and women, and to foster their full consideration whenever job vacancies occur, we propose to utilize the following recruitment procedures:

- ☒ We will contact a variety of minority and women's organizations to encourage the referral of qualified minority and women applicants whenever job vacancies occur. Examples of organizations we intend to contact are:

NAACP, 610 East 2nd, Hutchinson, KS  
Business and Professional Women's Club  
Hutchinson Human Relations Commission

- ☒ In addition to the organizations noted above, which specialize in minority and women candidates, we will deal only with employment services, including State employment agencies, which refer job candidates without regard to their race, color, religion, national origin or sex. Examples of these employment referral services are:

Kansas Job Service Office, 518 North Washington, Hutchinson, KS  
Private Employment Agencies with women (and minority)

- ☒ When we recruit prospective employees from educational institutions such recruitment efforts will include area schools and colleges with minority and women enrollments. Educational institutions to be contacted for recruitment purposes are:
- Hutchinson Community College, Hutchinson, KS  
University of Kansas, Lawrence, KS  
Kansas State University, Manhattan, KS

- ☒ When we place employment advertisements with media some of such advertisements will be placed in media which have significant circulation or viewership or are of particular interest to minorities and women. Examples of media to be utilized are:

Hutchinson News  
Hutchinson Record

- ☒ We will encourage employees to refer qualified minority and women candidates for existing and future job openings.

## V. TRAINING

☒

Station resources and/or needs will be such that we will be unable or do not choose to institute programs for upgrading the skills of employees.

☒

We will provide on-the-job training to upgrade the skills of employees.

☐

We will provide assistance to students, schools, or colleges in programs designed to enable qualified minorities and women to compete in the broadcast employment market on an equitable basis:

School or Other Beneficiary

Proposed Form of Assistance

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☐

Other (specify)

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KWHK(AM) & KQHK(FM)  
Assignment of License

Assignee's Exhibit A  
Other Broadcast Interests and Applications

Mack Sanders, pres., director, Sherry Sanders, treasurer and director, and Ernest McRae, secretary and director of the assignee corporation, hold the same positions respectively in Great American Broadcasting of Kansas, Inc., which is the 100% stockholder of Forward of Kansas Inc., the licensee of KVGB and KBGB-FM, Great Bend, Kansas. They are officers and directors of the parent company, too.

John Bozeman, Janet Bozeman and Robbie Swinney are stockholders (33 1/3%), Great American Broadcasting of Kansas, Inc., supra.

John E. Bozeman is individual licensee of AM Station WPFM, Fairview, Tennessee. He is Assignee applicant for assignment of license of WJKZ, White Bluff, Tennessee, File No. BAL-890608EC.

William L. Mitchell and Maria H. Foy, proposed directors (no office or ownership interest) in assignee, are officers, directors and stockholders of assignor corporation herein. See Assignor Ex. 3.

In response to Q 7 (a), Sherry Sanders was applicant for new FM, Russellville, Alabama (BPH-821004AL), dismissed upon settlement agreement and the usual dismissal condition.

Assignee's Exhibit A  
Other Broadcast Interests and Applications

In response to Q (b), relevant to denied application, it is reported that Mr. Sanders was a member of Pier San of Kansas Inc., an applicant in the 1950's in a Section 307(b) case where the permit went to another community and the Pier San application thus denied. File number and precise date not available.

KWHK(AM) & KQHK(FM)  
Assignment of License

Assignee's Exhibit B

Mack Sanders and Sherry Sanders are husband and wife. John Bozeman, Janet Bozeman and Robbie Swinney are son and daughters, respectively of Mack Sanders. Their present interests set with in Exhibit A.

KWHK(AM) & KQHK(FM)  
Assignment of License

Assignee's Exhibit C

The AM Station being acquired is an operating one, and the assignee plans generally to continue the station's programming. The FM station will be constructed by the Assignee. In operation, the AM and the FM stations will address issues of public concern through public affairs programs, through interviews with persons directly involved in or having knowledge of the issues and matters of interests in and concern to the community, and provide coverage of area and local events.

KWHK(AM) & KQHK(FM)  
Assignment of License

Assignee's Exhibit D

The FM Station is a permit, and the Assignee will promptly construct and put the station on the air under the CP.



APPLICATION FOR RENEWAL OF LICENSE FOR  
COMMERCIAL AND NONCOMMERCIAL AM, FM OR TV BROADCAST STATION

Approved by OMB  
3080-0110  
Expires 5/31/91

<p><b>For Commission Fee Use Only</b></p> <p>FEE NO: <b>06027632</b></p> <p>FEE TYPE: <b>M Key</b></p> <p>FEE AMT: <b>38.00</b></p> <p>ID SEQ: <b>10</b></p>	<p><b>For Applicant Fee Use Only</b></p> <p>Is a fee submitted with this application? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If No, indicate reason there or (check one box):  <input type="checkbox"/> Nonfeeable application  <input type="checkbox"/> Fee Exempt (See 47 C.F.R. Section 1.1112)  <input type="checkbox"/> Noncommercial educational licensee  <input type="checkbox"/> Governmental entity</p>
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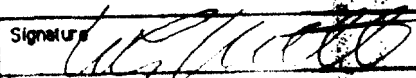
<p><b>1. Name of Applicant</b> <b>KWHK BROADCASTING COMPANY, INC.</b></p> <p><b>Mailing Address</b> <b>P.O. Box 1967</b></p> <table style="width: 100%;"> <tr> <td style="width: 33%;">City <b>Hutchinson</b></td> <td style="width: 33%;">State <b>KS</b></td> <td style="width: 33%;">ZIP Code <b>67504</b></td> </tr> </table> <p><b>2. This application is for:</b> <input checked="" type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV</p> <table style="width: 100%;"> <tr> <td style="width: 50%;">(a) Call Letters: <b>KWHK</b></td> <td style="width: 50%;">(b) Principal Community: City <b>Hutchinson</b> State <b>KS</b></td> </tr> </table> <p><b>3. Attach as Exhibit No. _____ an identification of any FM booster or TV booster station for which renewal of license is also requested.</b></p>	City <b>Hutchinson</b>	State <b>KS</b>	ZIP Code <b>67504</b>	(a) Call Letters: <b>KWHK</b>	(b) Principal Community: City <b>Hutchinson</b> State <b>KS</b>	<p><b>4. Have the following reports been filed with the Commission:</b></p> <p>(a) The Broadcast Station Annual Employment Reports (FCC Form 395-B) as required by 47 C.F.R. Section 73.3612? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If No, attach as Exhibit No. _____ an explanation.</p> <p>(b) The applicant's Ownership Report (FCC Form 323 or 323-E) as required by 47 C.F.R. Section 73.3615? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If No, give the following information: Date last ownership report was filed: _____ Call letters of station for which it was filed: _____</p>
City <b>Hutchinson</b>	State <b>KS</b>	ZIP Code <b>67504</b>				
(a) Call Letters: <b>KWHK</b>	(b) Principal Community: City <b>Hutchinson</b> State <b>KS</b>					

FCC 303-4  
May 1988

- 5. Is the applicant in compliance with the provisions of Section 310 of the Communications Act of 1934, as amended, relating to interests of aliens and foreign governments?** ☒ Yes ☐ No  
If No, attach as Exhibit No. \_\_\_\_\_ an explanation.
- 6. Since the filing of the applicant's last renewal application for this station or other major application, has an adverse finding been made or final action been taken by any court or administrative body with respect to the applicant or parties to the application in a civil or criminal proceeding, brought under the provisions of any law relating to the following: any felony; broadcast related antitrust or unfair competition; criminal fraud or fraud before another governmental unit; or discrimination?** ☐ Yes ☒ No  
If Yes, attach as Exhibit No. \_\_\_\_\_ a full description of the persons and matters involved, including an identification of the court or administrative body and the proceeding (by dates and file numbers) and the disposition of the litigation.
- 7. Would a Commission grant of this application come within 47 C.F.R. Section 1.1307, such that it may have a significant environmental impact?** ☐ Yes ☒ No  
If Yes, attach as Exhibit No. \_\_\_\_\_ an Environmental Assessment required by 47 C.F.R. Section 1.1311.  
If No, explain briefly why not: **THE AREA IS SURROUNDED BY ELECTRONIC FENCE**
- 8. Has the applicant placed in its station's public inspection file at the appropriate times the documentation required by 47 C.F.R. Sections 73.3526 or 73.3527?** ☒ Yes ☐ No  
If No, attach as Exhibit No. \_\_\_\_\_ a complete statement of explanation.

The APPLICANT hereby waives any claim to the use of any particular frequency or of the electromagnetic spectrum as against the regulatory power of the United States because of the previous use of the same, whether by license or otherwise, and requests an authorization in accordance with this application. (See Section 304 of the Communications Act of 1934, as amended.)  
The APPLICANT acknowledges that all the statements made in this application and attached exhibits are considered material representations and that all the exhibits are a material part hereof and are incorporated herein as set out in full in the application.

**CERTIFICATION:** I certify that the statements in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Name <b>William L. Mitchell</b>	Signature 
Title <b>President</b>	Date <b>1/19/90</b>

# BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT

(To be filed with broadcast license renewal application)

Call Letters

KWHK

(For FCC Use)

Code No.

Name of Licensee

KWHK Broadcasting Company, Inc.

City and State which station

is licensed to serve

Hutchinson, Kansas

TYPE OF BROADCAST STATION (check one)

Commercial Broadcast Station

Noncommercial Broadcast Station



AM



TV



Educational

Radio



FM



Low Power TV



Educational

TV



Combined AM & FM  
in same area



International

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED  
BELOW:

Name	George T. Pike			Street Address	525 North Main		
City	Hutchinson			State	ZIP Code	Phone No.	
				Kansas	67501	(663-4461	

## FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, and sex. See Section 73.2080 of the Commission's Rules. Pursuant to these requirements, a license renewal applicant who employs two or more full-time staff must file a report of its activities to ensure equal employment opportunity for women and minority groups (that is, persons of Hispanic or Pacific Islander, American Indian or Alaskan Native, and Hispanic). If minority group representation in the available labor force is less than five percent (in the aggregate, equal employment opportunity (EEO) program information for minority group members need not be filed. However, EEO program information must be filed for women if they compose a significant percentage of virtually all of the labor forces. If an applicant employs fewer than five full-time employees, no equal employment opportunity activity information need be filed.

A copy of this report must be kept in the station's public files. Licensees are required to obtain license renewal being delayed or denied. These requirements are contained in Section 73.2080 of the FCC Rules (47 CFR 73.2080), and are authorized by the Communications Act of 1934.

☐ If your station employs fewer than five full-time employees, complete the form to the FCC, and place a copy in your station's public files. You do not have to complete the form and follow all instructions.

☐ If your station employs five or more full-time employees, you must complete all of the form and follow all instructions.

☐ If minority group representation in the available labor force is less than five percent (in the aggregate), you choose not to file EEO program information for minority groups, check the box at left and complete the rest of the form with only the information for your program directed towards women.

# CERTIFICATION

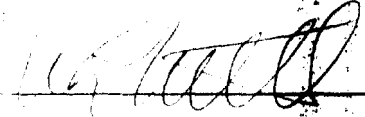
This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

**WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT.**

**U.S. CODE, TITLE 18, SECTION 1001.**

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signature	
Title	President
Date	1/19/90
Name of Respondent	KWHK Broadcasting Company, Inc.
Telephone No. (include area code)	(316) 663-4461

## FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The solicitation of personal information requested in this application is authorized by the Communications Act of 1934, as amended. The principal purpose for which the information will be used is to determine if the license renewal requested is consistent with the public interest. The staff, consisting variously of attorneys, accountants, engineers, and applications examiners, will use the information to determine whether the license renewal application should be granted, denied, or designated for hearing. If all the information requested is not provided, the application may be returned without having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Accordingly, every effort should be made to provide all necessary information. Your response is required to obtain the requested license.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552 (3) AND THE PAPERWORK REDUCTION ACT OF 1980, P.L. 96-511, DECEMBER 11, 1980, 44 U.S.C. 3507.

The purpose of this document is to remind broadcast station licensees of their equal employment opportunity responsibilities and to provide the licensee, the FCC and the public with information about whether the station is meeting these requirements.

## GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

A broadcast station must also encourage applications from qualified minorities and women for hiring and promotion to all types of jobs at the station.

## I. RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. The official's name and title are:

NAME George T. Pike TITLE General Manager

It is also the responsibility of all personnel at a broadcast station making employment decisions with regard to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

## II. POLICY DISSEMINATION

A broadcast station must make effective efforts to make management, staff, and prospective employees aware that it enforces equal employment opportunity. The Commission considers the efforts listed below to be general and effective. Indicate each practice that your station follows. You may also list any other efforts that you have undertaken.

☒ Notices are posted informing applicants and employees that the station is an Equal Opportunity Employer and that they have the right to notify an appropriate local, State, or Federal agency if they believe they have been the victims of discrimination.

☒ Our station's employment application form contains a notice informing prospective employees of discrimination because of race, color, religion, national origin or sex prohibited and that they may notify the appropriate local, State, or Federal agency if they believe they have been the victims of discrimination.

☐ We seek the cooperation of the unions represented at the station to help implement our EEO program and all union contracts contain a nondiscrimination clause.

☐ Other (specify)

## III. RECRUITMENT

A broadcast station must make efforts to attract qualified minority and women applicants for all types of jobs at the station whenever vacancies occur.

Indicate each practice that your station follows and, where appropriate, the sources and numbers of referrals.

☐ When we place employment advertisements with media sources, such advertisements are placed in media which have significant circulation or viewership, or are of particular interest to minorities and women. Examples of media utilized during the past 12 months include the names of minority and/or women referrals are:

We have placed no "employment ads" during  
the past twelve months

Number of Referrals  
Minority Women

- ☒ Recruit prospective employees from educational institutions, including area schools and colleges with minority and women enrollments. Educational institutions contacted for recruitment purposes during the past 12 months and the number of minority and/or women referrals are:

Educational Institution	Number of Referrals Minority	Women
Cranford College		2
Hutchinson Jr. College		
Kansas University		

- ☒ Contact a variety of minority and women organizations to encourage the referral of qualified minority and women applicants whenever job vacancies occur. Examples of such organizations contacted during the past 12 months are:

Organization	Number of Referrals Minority	Women
Human Relations Commission		
N.A.A.C.P.		

- ☒ We encourage present employees to refer qualified minority and women candidates for job openings. The number of minority and women referrals are:

	Minority	Women
	1	3
<input type="checkbox"/> Other (specify) _____		

## IV. JOB HIRES

A broadcast station must consider applicants for job openings on a nondiscriminatory basis. Further, to assure that qualified minorities and women are given due consideration for available positions, it must make efforts to encourage them to apply for job openings.

During the twelve-month period prior to filing this application beginning (Month-Day-Year) 1/1/89 and ending (Month-Day-Year) 12/31/89 hired:

Total hires 7 Minorities \_\_\_\_\_ Women 4

During this period, for positions in the upper four job categories, we hired:

Total hires, upper four categories 2 Minorities \_\_\_\_\_ Women \_\_\_\_\_

## V. PROMOTIONS

A broadcast station must promote individuals on a nondiscriminatory basis. Further, to assure that qualified minorities and women are given due consideration for promotional opportunities, it must make efforts to encourage them to qualify and apply for advancement.

During the twelve-month period prior to filing this application beginning (Month-Day-Year) 1/1/89 and ending (Month-Day-Year) 12/31/89 promoted:

Total promotions \_\_\_\_\_ Minorities \_\_\_\_\_ Women \_\_\_\_\_

During this period, in the upper four job categories, we promoted:

Total promotions, upper four categories \_\_\_\_\_ Minorities \_\_\_\_\_ Women \_\_\_\_\_

## VI. AVAILABLE LABOR FORCE

A broadcast station must evaluate its employment practices and job turnover against the availability of minorities and women in the relevant labor market. The FCC will use labor force data for the MSA in which your station is located, or county data if the station is not located in an MSA, to evaluate your station's equal employment efforts. If you use these data in your evaluation, you need not submit them to the FCC.

This section is optional:

As an alternative to MSA or county labor force data, you may use other data that more accurately reflect the percentages of women and minorities in the labor force available to your station. If such alternative data are used, that data must be submitted on the table below and an explanation attached as to why they are more appropriate.

Percentage in the Labor Force	Women	Blacks not of Hispanic Origin	Asian or Pacific Islanders	American Indians or Alaskan Natives	Hispanics

The above information is for:

☐

M.S.A.

☐

City

☐

County

☐

Other (specify)

#### VII. COMPLAINTS

You must provide here a brief description of any complaint which has been filed before any body having competent jurisdiction under Federal, State, territorial or local law, alleging unlawful discrimination in the employment practices of the station including the persons involved, the date of filing, the court or agency, the file number (if any), and the disposition or current status of the matter. Examples of such jurisdiction may include the Equal Employment Opportunity Commission, state and local equal opportunity commissions, or other appropriate agencies.

NONE

#### VIII. OTHER INFORMATION

You may also describe other information that you believe would allow the FCC to evaluate more completely your efforts in providing equal opportunity in employment at your station. Submission of such information is optional. Among the additional information you may choose to provide are:

Any training programs the station has undertaken that are designed to enable minorities and women to compete in the broadcast employment market including, but not necessarily limited to, on-the-job training and assistance to students, schools or colleges.

Leah Gautier from Kansas University is presently doing her intern work at KWHK Radio.

Any problems the station has experienced in assuring equal employment opportunity, or attracting qualified minority and women candidates for employment or promotion.

Any efforts the station has undertaken or will undertake to promote equal opportunity in its employment and to encourage applications from minorities and women.

Please see the attached Equal Employment Opportunity Program for KWHK Broadcasting Company, Inc.

KWHK BROADCASTING CO., INC.

Equal Employment Opportunity Program

I. General Policy:

It is our policy to provide equal employment opportunity to ALL qualified individuals without regard to their race, color, religion, national origin, sex or age in ALL personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination!

It is also our policy to promote the realization of Equal Employment Opportunity through a positive, continuing program of specific employment practices designed to ensure the full realization of the intent of all laws regarding equal employment opportunity without regard to race, color, religion, national origin, sex or age.

To make this policy effective, and to ensure conformance with the Rules and Regulations of the Federal Communications Commission and all other appropriate agencies, we have developed an Equal Employment Opportunity Program which includes the following elements:

II. Responsibility and Outreach:

The STATION MANAGER, \_\_\_\_\_, is responsible for the administration and implementation of our Equal Employment Opportunity Program. To assure that all members of the staff are aware of our policy and their individual responsibility in carrying out this policy the manager issues periodic reminders to department heads who have any responsibility for employment decisions, that this company shall make an on-going effort to recruit, hire and train, and then promote and assure equal compensation; without regard to an employee's race, color, religion, national origin, sex or age. The station manager shall periodically review any employment decisions by department heads to assure they adhere to our Equal Employment Opportunity Program.

III. Policy Dissemination:

To assure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in carrying out this policy, the following communication efforts will be made:

- a). The station's employment application form will contain a notice informing prospective employees that discrimination because of race, color, religion, national origin, sex or age is prohibited and that they may notify the appropriate local, state or federal agency if they believe they have been the victim of discrimination.

## KWHK BROADCASTING CO., INC.

Equal Employment Opportunity ProgramIII. Policy Dissemination (continued):

- b). Appropriate notices are posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, state, or federal agency if they believe they have been the victims of discrimination.
- c). Periodic reminders are given to department heads to remind them of this firm's moral and legal commitment to the recruitment and promotion of minorities and females.
- d). We seek the cooperation of our present employees in implementing our EEO program, making them aware of opportunities for promotion, and of our commitment to Equal Opportunity for all employees.

IV. Recruitment:

To ensure nondiscrimination in relation to minorities and women and to foster their full consideration in filling job vacancies, we will utilize the following recruitment procedure:

- a). We will attempt to maintain communication, both orally and in writing, with minority and women organizations to encourage the referral of qualified minority and female applicants. We shall communicate with organizations such as:
  1. Business and Professional Women's clubs of Hutchinson
  2. National Association for the Advancement of Colored People
  3. Hutchinson Human Relations Commission
- b). In addition to such organizations noted above which specialize in minority and women candidates, we will deal only with employment services which refer job candidates without regard to race, color, religion, national origin, sex or age, including:
  1. Kansas Job Service Center (State Labor Department)
  2. Private employment agencies.
- c). When we recruit prospective employees from educational institutions we will include area schools and colleges with a significant minority and female enrollment, such as:
  1. Hutchinson Community College, Hutchinson, Kansas
  2. University of Kansas, Lawrence, Kansas
  3. Kansas State University, Manhattan, Kansas
- d). When Utilizing media for recruitment purposes, our help-wanted advertising will always include a notice that we are an Equal Opportunity Employer and will contain no indication, either explicit or implied, of a preference for one sex over another.



KWHK BROADCASTING CO., INC.

Equal Employment Opportunity Program

IV. Recruitment (continued):

- d). We will encourage present employees, particularly minority and female employees, to refer minority and female candidates for existing and future job openings.

V. Training:

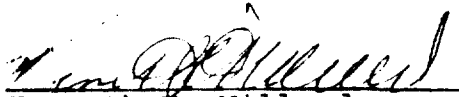
- a). We shall have an on-the-job training program to upgrade the skills of present employees, which will include a complete explanation of what is expected in their job, their goals if appropriate; and to ensure that all employees have the same opportunity for on-the-job training regardless of their race, color, religion, national origin, sex or age.
- b). We shall attempt to provide assistance to students and schools if programs exist which are designed to enable minorities and women to compete in the broadcast employment market on an equitable basis, and we shall inquire of area schools as to different programs which may be available.
- c). Whenever we hire for any position, we shall attempt to ensure that minority and female applicants represent an equitable percentage of those persons considered for the position which is open.

VI. Summary:

It shall be the policy of this company to provide ALL employees with a positive environment, making sure to provide encouragement to minorities and women as it pertains to job improvement in pay and position within the company.

Furthermore, this firm shall work diligently to prevent situations among staff members due to race, color, religion, national origin, sex or age, by insisting that management conduct itself in such a manner that promotes harmony and goodwill among employees of all ages, races, colors, sexes, national origins and religions.

I HEREBY CERTIFY THAT THE STATEMENTS MADE HEREIN ARE TRUE, COMPLETE, AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND ARE MADE IN GOOD FAITH.

  
Kenneth H. Willard  
Vice President

11/8/88